

# solomons | europe



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## hello & welcome.

Welcome to Solomons Europe - we are really delighted you have decided to become part of our team!

Solomons is very much a family business and as such we are extremely proud of our team and the quality of service we are able to consistently provide to our clients.

This means we take great care in our recruitment and induction process to ensure each new member of our company is able share our enthusiastic and dedicated approach to our profession, and is encapsulated in our company values, which act as our guiding principles:



**Open and Supportive** – We really want to hear from you and to provide the support you need in your day to day role and personal development. Whether in face to face meetings, by phone or via our online community InTouch – we are there to help with any questions you may have or any support you may need on particular aspects of your role or project.



**Client Focused** – we all know how important happy clients are to any business, and as such we make great efforts to ensure we meet and exceed client expectations wherever possible. We are keen to ensure we do this through regular KPI reviews and also by getting to know our clients and their business, so we are ready to help and can shape our strategies and future plans to achieve this and so achieve business growth.



**Performance Driven** – High performing teams are essential and help to set us apart from the competition. Our staff are trained and developed to help support our annual business targets and to promote growth and development within the company and individually.

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**Striving for Excellence** – We feel that one of the key strengths of being an SME in our sector is that we are able to continually adapt and improve our service and performance. We are therefore strongly committed to continuous improvement and strive for excellence in both the quality of our service and work environment we provide. All our people share this belief and recognise the importance of personal professional development in realising this value in practice.



**Positive about People** – We recognise that people are our business and are also aware that our people need to feel respected and valued as individuals. Our policies and plans are developed to support this principle and also to aid a healthy work life balance – which is so important in enabling our people to perform at their best.

**We are very much looking forward to working with you and to seeing your career develop with our company.**

DJDoig

Kerry Doig

## background.

Dominic and Kerry Doig established Solomons Europe Limited, a Chartered Quantity Surveying practice back in 1998 following their return from working on the Leuna Oil Refinery in Germany.

Dominic was aged 30 and Kerry aged 25, and neither had prior experience of managing or developing a business, but the pair worked together with optimism and determination, to build the business from grass roots level – securing the first overseas assignment with Balke Duerr, on a Desalination plant in Spain, then progressing to work in Hammersmith, London on the preliminary works for the Karachaganak Oil Refinery on behalf of Bechtel plc.



Through determination and focused effort, the business achieved year on year growth in the first 5 years of trading and to this day continues to be a stable and growing company.

During the period since Solomons was started, Dominic has built strong industry relationships and is well known and regarded in his sector across the North West region, with a broad spread of major clients and specialist contracting organisations now forming part the Solomons' portfolio, including:

- **Jacobs Engineering**
- **ABB**
- **Morgan Sindall**
- **Siemens**
- **Alstom**
- **Bilfinger Industrial Service**

**And many more!**

## background continued.

1 Kerry was instrumental in the growth of Solomons as a credible professional practice, pushing the company to achieve ISO and Investors in People recognition in the business' early years – as well as becoming an accredited RICS Structured Training Framework company. These developments continued and helped ensure growth and stability, later developing recruitment strategies and training programmes to help the business recruit and retain talent.

The philosophy was and remains a strong principle, and means the **door is always open to suggestions and opportunities for personal development** for those who have the drive to optimise their talent and skills.

It was therefore natural that the company would eventually see appointment to the Board of team members who had grown and developed with the company. Mark Coburn and Clare White joined Solomons Board of Directors in 2009, after demonstrating a strong commitment to the growth and development of the teams within Solomons and an aptitude for supporting others in their personal professional development - ensuring high standards and service and quality on behalf of our clients.

**We believe Solomons Europe continues to promote these principles and holds a bright future for all those who join the company with the determination and commitment to succeed.**



## background continued.

Following Solomons merger with Doig & Co, John Rossiter re-joined the business in 2015, as Executive Director, after 4 years of successful leadership within the group's Doig & Co business – growing the business to a £1m turnover specialist consultancy.

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In 2015 Ian Hedley was also appointed to the Board following an impressive first year as Key Account Manager responsible for Solomons North East branch. Ian has over 15 years' experience working in Highways, Utilities and Civil Engineering sectors, providing integrated contract management and commercial services to clients throughout the UK.

## our company - forward vision.

**Growth in the right way - stable and sustainable, through high performing teams**

**Shared objectives and responsibility - KAM teams critical to our success**

**People are valued as individuals and become part of the Solomons Family**

**solomons**  **europe**

**Package and benefits which support both work and family life**

**Strong internal and external relationships built for the long term**

**Continuous improvement philosophy with our teams and our clients**



## what is it like to work here?

Solomons Europe invests heavily in the development of its people. Once you join the Company, you will be assigned to a member of the Management team (our KAM Team), who will work with you on an individual basis to develop your short and long term development goals – compiling a personalised training plan to help you achieve your targets.

Your progress will be reviewed regularly throughout your employment and your individual training needs will be evaluated and incorporated into company training plans to help the business improve services and client satisfaction levels.

Your personal career goals will be supported and facilitated by the Solomons' Management Team, alongside our Talent Manager Dawn Powell, ensuring that if you have the focus and determination to succeed Solomons will support your progress every step of the way.

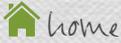




## what is it like to work here? cont.

Alongside a strong training and development culture, we have worked hard to ensure that our policies and packages support work life balance, including:

- Highly **competitive employment packages**, including:
  - Prestige BMW fleet cars or generous car allowances
  - Enhanced subsistence allowances for staff working away from home
  - Up to 5% of salary pension contribution
  - Health cash plan
- Provision of a **free holiday in the Lake District each year** at the Company's holiday lodge 'Willo's Retreat' in Troutbeck
- A **strong Health & Wellbeing philosophy** – including such things as commitment to the 10,000 step UK Challenge
- A **strong sense of Corporate Social Responsibility** – our 2013 Team won the regional Prince's Trust Million Makers Challenge, raising thousands of pounds for young adults in the region



## Training Investment.

We invest generously in training and development for our people, be that in house training, external courses, professional accreditation and/or post graduate studies - all our people are encouraged to work towards membership of the RICS and the Association of Cost Engineers. In addition we offer training on core topics such as contract law and NEC3.

Our current team take advantage of a number of courses and professional accreditation routes including:

- Day release BSc degree in Quantity Surveying
- Distance learning MSc courses in Construction Law via Salford University
- Associate RICS and ACostE accreditation
- RICS APC Pathway
- ICE courses in Construction Law and NEC3
- Management and leadership training via the Growth Accelerator programme - bespoke training provided by Lonsdale Consulting

In general, 90% of our staff are undertaking formal training and development of some form at any one time - we take personal professional development very seriously in Solomons, and believe this to be the key to both business success and personal career fulfilment.



## Talent Management.

Dawn Powell is part of SEL Talent Solutions and supports the company in its commitment to developing the best talent within our teams – and in helping the business to ensure that individuals within the Solomons Family are able to grow and develop within the company to achieve their full potential.

Dawn acts as guardian of our ‘Onboarding’ and career development processes within Solomons Europe – ensuring the individual and the company understand and are committed to growing and nurturing talent and developing people to high levels of technical competence within the business and developing people within the business to become the best that they can be. Dawn also supports the company in finding, securing talented individuals to grow our technical teams.

At Solomons Europe we have a strong commitment to growing talent from within the business. We do this by ensuring that our people are not held back by rigid structures and hierarchies. If you have demonstrated the ability to perform at Senior QS level and are capable of performing like this in any client environment, then your achievements will be recognised; you won’t need to wait for a senior opportunity to arise, which happens in other companies.

We also ensure that you can focus on the areas that appeal to you most – so if you don’t want to progress into a people management or business development role, you can still achieve a high level within the company by developing as a technical expert. We are always open minded to suggestions and recognise that people are different and have different talents – the important thing is that we allow those talents to flourish and grow as much as possible.

## What our people say - past & present.

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It's all too easy to remain comfortable in employment and to just continue...

I'm currently at a crucial stage of my career having just completed a degree in Quantity Surveying, I was looking for an employer with opportunities specifically within the Nuclear, Energy, Oil Gas & Process sectors, and that takes a particular interest in career development. Since joining Solomon's Europe I have started my APC. I feel confident in my RICS progression as there is an abundance of in-house information available as well as frequent support from colleagues with excellent professional credentials pertinent to the RICS. I feel very fortunate in joining Solomon's as, the team has been very welcoming, supportive and forthwith in ensuring I have the correct tools to do my job. I'm also really enjoying my current secondment within a large Alliance gaining post contract experience within the Electricity Transmission sector in the North West.

I'm excited about the future and the opportunities that it may bring here at Solomons Europe Ltd.

”

**Simon Rawlinson - Quantity Surveyor**

## What our people say - past & present.

“

I started my career with Solomons in 2004 and since that time have progressed from Assistant Surveyor to Operations Director!

My own personal development with Solomons Europe demonstrates that the company offers diversity, opportunity and the change to work as part of a company wide team.

There are great opportunities to progress to senior positions in a timeframe you are comfortable with. As most staff are seconded, you have the possibility of fulfilling a number of different roles. Solomons promote team spirit within the business, being approachable and ensuring staff comments and ideas are heard and valued.

My role now includes developing and nurturing talent within the business, and it helps that I myself started at grass roots level and have worked my way up through the ranks. I understand the need to balance personal professional development with a day to day client role, and enjoy supporting others in their career development.

I also get to see how the business really works and am involved with business development and service delivery aspects which make my role both interesting and challenging. I believe I have been given a unique development opportunity with Solomons Europe and love to see others take up the challenge and achieve their career goals with our company!

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**Clare Mansell – from Assistant QS to Director**

## What our people say - past & present.

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**How Does Solomons differ from the competition??**

**In my time with Solomon's I believe my skill set developed faster than at my previous roles with large QS practices because of the close interaction with the Solomon's senior management team. Directors invested countless hours in developing my contract and commercial awareness which has made me a more astute and competent surveyor enabling me to provide a higher standard of service...**

”

**Simon Roberts - past Senior Quantity Surveyor now Regional Commercial Manager @ Cape plc**

## summary.

**Being part of Solomons means we believe you are a high performing, dynamic and enthusiastic individual and as such we will endeavour to support you as best we can during your time with our company.**

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Solomons has no rigid structures or restrictions, we are flexible and adaptable to ensure we can encourage talent and innovation within our teams.

We feel the future holds a great deal of opportunity for us all, and as we progress onto the next stage of our company's development we are confident of our ability to achieve our objectives. As an employer, we keep our promises, and are keen to ensure that the staff we invest in achieve their full potential with our business.

**So come with us and help us to grow and develop our approach to find out just what we mean...**

